

## HEALTH, SAFETY, ENVIRONMENTAL (HSE)

### ISO CERTIFICATION

Along with other companies in Suriname, NV Grassalco has been included in the certification process which was initiated by the then Ministry of Trade and Industry, now Economic Affairs, Entrepreneurship and Technological Development, through the National Certification Program (NCP). The aim of this process was to lift companies to a higher performance level and to guarantee quality to their customers in daily business operations. A satisfied customer is central.

NV Grassalco strives to bring sustainable and high-quality services and products on the national and international markets. In order to comply with the slogan 'We still bring prosperity to the surface', we need further development of the organization in terms of technology, human capital, product technology and on organizational level. Because of this management decided to have the organization certified in accordance with the ISO 9001-2015, 14001-2015 and ISO 45001-2018 standards. These standards are internationally accepted. The certification applies to the Exploration of Gold, the production of crushed stone and the trading of building materials. It is emphasized that the three certification standards do not apply to the exploitation of gold and to the activities of our subsidiary InVitroPlant Grassalco N.V.

#### What does this mean:

**1. ISO 9001-2015 - Quality (Q-uality) management system** = meeting quality criteria in doing business. Minimize or eliminate errors/risks to/from the product, process or service.

9001-2015: NV Grassalco continuously maintains and improves this management system in line with the PDCA-Deming cycle (Plan-Do-Check-Act) philosophy.

Plan: planning, takes place within NV Grassalco by means of the A3 method.

Do: execution, for this purpose agreements, processes and procedures are documented.

Check: testing, the Performance Review is used to evaluate whether the results meet the requirements set.

Act: improvement, NV Grassalco focuses on continuous improvement by taking measures in the event when requirements are not met.

**2. 14001-2015 – Environment (E-nvironment)** = meeting the requirements that is set for the environment and dealing with it in an environmentally responsible manner. Minimize or remove environmental risks in business operations. Comply with applicable laws and regulations.

ISO 9001 • ISO 14001  
ISO 45001

**In the environmental field, NV Grassalco is engaged in the following activities:**

- Monitoring water quality: Upon request, water samples are taken and sent to the laboratory for further analysis. The results are checked if they are within the acceptable range.
- Waste management: N.V. Grassalco promotes recycling and waste separation within the company. Waste is periodically delivered separately to a waste processing company.
- The employees are also educated about environmental matters so they understand the importance of environmental responsibility. Regular inspections also help identify environmental problems so that they can be mitigated/eliminated.

**3. 45001-2018 – Working Conditions and Safety (H-health & S-safety)** = meeting requirements set for the safety, health and well-being of people in the organization. Minimize or eliminate safety and health risks. Comply with applicable laws and regulations.

In the area of Health & Safety, training sessions are provided as well as regular inspections so that Health and Safety issues can be mitigated/eliminated. Providing training and awareness sessions are also part of this. The aim is to ensure that employees are in a safe and healthy working environment at all times.

**This certification process has the following benefits to our organization:**

1. NV Grassalco's will be able to work in a customer oriented way, resulting in satisfied customers. The focus is also on satisfying internal customers, by making good mutual agreements through procedures, work instructions and other documentation, above all, by complying with these. Satisfied external customers mainly concern the delivery of the service or product as agreed;
2. Minimize or eliminate possible errors in daily work. This may prevent dissatisfied internal and external customers;
3. Transparent business operations;
4. High environmental quality is guaranteed.
5. The positive impact on communities and the positive legacy we leave behind will be tangible and lasting.
6. The quality is guaranteed when implementing a safe workplace.

The following slogan has been formulated to motivate the employees during this ISO-process:

**'Do what you say, say what you do and prove it'!!!**

